

thanks. Noonan has made enormous contributions to the citizens of Mobile and will be solely missed. The magnitude of the achievements Mr. Noonan has accomplished speaks for itself. Judge Noonan is a man of character and a true gentleman.

Last, but certainly not least, is a great man named Ray C. "Buddy" Lauten whose name has become synonymous with America's Young Woman of the Year (AYWY formerly America's Junior Miss). He has now retired as head of the program after 35 years of hard work and dedication. In his tenure, he helped develop the program into one of the outstanding events of its kind in the country.

Mr. Lauten is a native of Mobile where he grew up and participated in a number of city sports. He was an outstanding football athlete at University Military School (UMS), where he lettered for five years and was honored as an all-city halfback. In basketball in 1945 and 1946, he was the city's top scorer. While at Spring Hill College, he set an iron man record that still stands today, 109 consecutive games there.

Mr. Lauten has given so much to Mobile and its citizens and like his counterparts deserves heartfelt accolades.

These inductees into the Mobile Sports Hall of Fame Mr. Rhodes, Mr. Brown, Mr. Lauten and Mr. Noonan are true champions.

A TRIBUTE TO RAYMOND W.
"JAKE" ENGELHARD ON HIS IN-
DUCTION INTO THE U.P. LABOR
HALL OF FAME

HON. BART STUPAK

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 4, 2001

Mr. STUPAK. Mr. Speaker, I rise today to pay special tribute to the late Raymond W. "Jake" Engelhard, a former resident of my northern Michigan congressional district, who spent decades as a miner, a community servant, a local volunteer. Jake was also a union leader, who devoted many years to the labor movement, helping ensure a good quality of life for working men and women.

Jake was born in Rosco, Minnesota and moved to Ishpeming, Michigan, in 1935. He worked as an iron ore miner for 43 years for the Inland Steel Corporation and was the first miner to join the CIO union in the Lake Superior District.

As president of U.S.W.A. Local 2099 for many years, Jake's effort helped to improve the quality of life for miners on the Marquette Iron Range. Jake was instrumental in waging a successful strike in 1946 that lasted 108 days. Contract demands were met as a result of that strike.

Jake went through many strikes over the years, and he strived tirelessly to improve the wages and working conditions of his fellow workers. He retired in 1970.

In addition to Jake's union activities, he was active in numerous community service and civic organizations. Jake also played on the Ishpeming city baseball team, later coaching the Ishpeming City and American Legion teams.

Jake Engelhard was also a local businessman, the proprietor of the Coffee Pot in Ishpeming during the 1940s. You can be sure,

Mr. Speaker, that a good deal of solidarity was served up to each patron along with their orders.

There are many of us in Congress, who are concerned about the impact of world trade—and violations of world trade agreements—on our iron ore production back in Michigan. We fight this fight today with the assistance of administration officials and with the cooperation of varied segments of the steel industry. We fight for this industry, because we know it is vital to both the nation's health and the jobs of the men and women who work in the industry back home.

Men like Jake Engelhard fought an earlier fight on behalf of the working men and women of the iron range, a battle that was vital during its time. But Jake's battles were different. It was the workers themselves with their limited resources, fighting with the weapons of belief in the rightness of their cause and the strength of their united effort. I look for encouragement and inspiration in those old struggles; I am reminded that battles may not be won in a week, a month, a year or perhaps many years. Our men and women who stood on the picket line to improve the lives of families have much to teach us about working on behalf of others.

Jake will be honored Saturday, April 7, 2001, with induction into the U.P. Labor Hall of Fame at a banquet in Northern Michigan University in Marquette, Michigan. It is recognition long due.

INTRODUCTION OF THE CIVIL
RIGHTS PROCEDURES PROTEC-
TION ACT OF 2001

HON. EDWARD J. MARKEY

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 4, 2001

Mr. MARKEY. Mr. Speaker, I am proud to join today with a bipartisan group of colleagues to introduce the Civil Rights Procedures Protection Act of 2001. This bill is designed to reassert workers' rights to have their claims of unlawful employment discrimination.

On March 21, 2001 the U.S. Supreme Court ruled 5-4 that under existing law an employer can require its employees to waive their right to file job-related lawsuits including those involving civil rights, sexual harassment or discrimination. Approximately 10 percent of American workers are covered by similar agreements, which are increasingly used by Wall Street firms, high-tech companies, retailers and other employers seeking to avoid the cost and risks of court cases. This month's Court ruling, encourages more companies to follow this increasingly common practice.

This practice, called "mandatory arbitration", requires employees to sign away their fundamental rights to a court hearing. As a condition of hiring or promotion, employers require workers to agree to submit any future claims of job discrimination to binding arbitration panels. Mandatory arbitration is increasingly relied upon by employers in information technology, health care, engineering and other fields. Such requirements are reducing civil rights protection to the status of the company car: a perk which can be denied at will.

The Constitution guarantees every citizen "equal justice under law". Forcing employees

to choose between their civil rights and their job denies them their right to equal justice. Employees who consent to mandatory arbitration give up their right to due process, trial by jury, the appeals process, and full discovery.

By no means does this legislation ban all use of arbitration. Voluntary arbitration in an impartial setting can be a fair and inexpensive way to resolve a wide range of disputes. But when it is forcibly imposed on one party with inherently less bargaining power, it ceases to be fair and just.

Our legislation would protect the rights of workers to bring claims against their employers in cases of employment discrimination. By amending seven Federal civil rights statutes to make it clear that the powers and procedures provided under those laws are the exclusive ones that apply when a claim arises, the Civil Rights Procedures Protection Act would prevent discrimination claims from being involuntarily sent to binding arbitration. In short, this bill prevents employers in all industries from forcing employees to give up their right to go to court when they are discriminated against on account of race, sex, religion, disability, or other illegal criteria.

By reinforcing the fundamental rights established under various civil rights and fair employment practice laws, our bill restores integrity to employer-employee relationships. No employer should be permitted to ask workers to check their Constitutional and civil rights at the front door.

THE GET ARSENIC OUT OF OUR
DRINKING WATER ACT

HON. HENRY A. WAXMAN

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 4, 2001

Mr. WAXMAN. Mr. Speaker, I rise today to introduce the "Get Arsenic Out of Our Drinking Water Act." This legislation is necessary in order to prevent the Administration from irresponsibly weakening safe drinking water standards for arsenic.

Without question, safe drinking water is critical to protecting public health. Yet two weeks ago we witnessed an extraordinary reversal in our nation's commitment to safe drinking water. Following extensive lobbying by special interests who contributed millions of dollars in campaign contributions, the Bush Administration revoked the new safe drinking water standard for arsenic. This decision threatens the health of millions of Americans who now drink water with elevated levels of arsenic.

In response to this indefensible action, I—along with one hundred and sixty of my colleagues—are introducing legislation that will codify the standard so that the Bush Administration will not have the authority to revoke it.

In January, the EPA responded to the scientific consensus on the health effects of arsenic and ordered that arsenic levels be reduced to 10 parts per billion. EPA took this action in response to a National Academy of Sciences report that recommended that the 1942 standard of 50 ppb be reduced "as promptly as possible." The Academy determined that arsenic is an extremely potent carcinogen that causes bladder, lung, and skin cancer and may cause kidney and liver cancer, birth defects, and reproductive problems.